



# OFFICIAL GAZETTE

## GOVERNMENT OF GOA

### EXTRAORDINARY

#### GOVERNMENT OF GOA

Department of Science, Technology  
& Environment

#### Notification

5/20/87-STE/Part-III/395

In exercise of the powers conferred by sub-section 3(A) of section 12 of the Water (Prevention and Control of Pollution) Act, 1974 [Central Act 6 of 1974], the Goa State Pollution Control Board (GSPCB), with the approval of the Government of Goa, hereby makes the following rules to regulate the recruitment to various technical (other than the Member Secretary) and non-technical posts in the Goa State Pollution Control Board, namely:—

**1. Short title, application and commencement.**— (1) These rules may be called the Goa State Pollution Control Board, Group 'A' 'B' 'C' and 'D' posts, Recruitment Rules, 2004 (hereinafter referred to as 'these rules').

(2) They shall apply to the posts specified in column (1) of the Schedule to these rules (hereinafter called as the 'said Schedule').

(3) They shall come into force from the date of their publication in the Official Gazette.

**2. Definitions.**— In these rules, unless the context otherwise requires:—

(a) "Act" means the Water (Prevention and Control of Pollution) Act, 1974 (Central Act 6 of 1974), as amended from time to time.

(b) "Appointing Authority" means the Authority notified in the Water (Prevention and Control of Pollution) Act, 1974.

(c) "Board" means the Goa State Pollution Control Board established under the Water (Prevention and Control of Pollution) Act, 1974 (Central Act 6 of 1974).

(d) "Employee" means an employee appointed or deemed to have been appointed by the Board under the Act.

**3. Number, classification and scale of pay.**— The number of posts, classification of the said posts and the scale of pay attached thereto shall be as specified in columns (2) to (5) of the said Schedule:

Provided that the Board, with the prior approval of the Government may vary the number of posts in column (3) of the said Schedule from time-to-time subject to exigencies of work.

**4. Method of recruitment, age limit and other qualifications.—** The method of recruitment of the said posts, age limit, qualifications and other matters connected therewith shall be as specified in columns (6) to (13) of the said Schedule.

**5. Disqualification.—** No person who has entered into or contracted a marriage with a person having a spouse living or who, having a spouse living, has entered into or contracted a marriage with any person, shall be eligible for appointment to the service:

Provided that the Board may, if satisfied that such marriage is permissible under the personal law applicable to such person and the other party to the marriage and that there are other grounds for so doing, exempt any person from the operation of this rule.

**6. Power to relax.—** Where the Board is of the opinion that it is necessary or expedient so to do, it may, with prior approval of the Government, by order and for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

**7. Saving.—** Nothing in these rules shall affect reservation, relaxation of age limit and other concessions required to be provided for

Scheduled Castes, Scheduled Tribes, other Backward Classes, and other special categories of persons in accordance with the orders issued by the Government from time-to-time in that regard.

**8. Repeal.—** (i) All previous rules, orders or instructions of the Board that are in force in respect of the matters covered under these rules shall be deemed to have been repealed with effect from the date on which these rules come into force; provided that

(a) Such repeal shall not affect the previous operation of previous rules, orders or instructions and any action taken thereunder.

(b) Any proceedings under the previous rules, orders and instructions pending when these rules come into force, shall be continued and disposed off as far as may be, in accordance with these rules.

(ii) Nothing in these rules shall operate to deprive any employee to whom these rules apply, of any right which has accrued to him under the previous rules, orders or instructions repealed under (i) above, in respect of any order passed before the commencement of these rules.

(iii) Appeals pending or preferred after the commencement of these rules shall be considered and disposed off under these rules.

By order and in the name of the Governor of Goa.

Dr. N. P. S. Varde, Director/Jt. Secretary, DSTE.

Panaji, 14th July, 2004.

**SCHEDULE**  
(Please see Rules No. 3 and 4)

Sr. No.	Name of post	Number of posts	Classification	Scale of pay	Whether selection post or non-selection post	Age limit for direct recruits	Educational and other qualifications required for direct recruits	Whether age & educational qualifications prescribed for direct recruits will apply in the case of promotees	Period of probation, if any	Method of recruitment, whether by direct recruitment or by promotion or by deputation/ /transfer/ /contract and percent-age of the vacancies to be filled by various methods	In case of recruitment by promotion /deputation/transfer, grades from which promotion/ /deputation/transfer is to be made	If a D. P. C. exists, what is its composition
1	2	3	4	5	6	7	8	9	10	11	12	13
1	Environ-mental Engi-neer.	1 (One) Subject to variation depending on work-load.	Group 'A'	Rs. 10,000/- -325- -15,200.	Non-selection.	Not applicable (N.A.)	N. A.	N. A.	Transfer on deputation (including short term contract) of (including officers of the State Government short term or State statutory/autonomous contract).	Transfer on deputation (including short term contract) of (including officers of the State Government short term or State statutory/autonomous contract).  (a) (i) holding analogous posts on regular basis or (ii) having at least 5 years of regular service in the scale of Rs. 8,000-13500 and (b) possessing atleast a degree in civil engineering or equivalent from a recognised University and having experience in pollution control and related subjects for atleast 5 years or Master's degree in environmental/public health engineering with atleast 2 years experience in pollution control or related subject. (c) Knowledge of Konkani.  Desirable: Knowledge of Marathi. (period of deputation shall not ordinarily exceed 3 yrs.).	Transfer on deputation (including short term contract) of (including officers of the State Government short term or State statutory/autonomous contract).	N. A.
2	Assistant Environ-mental Engineer.	2 (Two) depending on work-load.	Group 'A'	Rs. 8,000/- -275- -13,500.	Non-selection.	N. A.	N. A.	N. A.	Transfer on deputation (including short term contract).	Transfer on deputation (including short term contract) of (including officers of the State Government short term or State statutory/autonomous contract).	Transfer on deputation (including short term contract) of (including officers of the State Government short term or State statutory/autonomous contract).	N. A.

	1	2	3	4	5	6	7	8	9	10	11	12	13
3.	Scienc- tist-B.	1 (One)	Group 'A'	Rs. 8000- -275- -13,500.	Selection.	Not ex- ceeding 40 years (relaxable for gov- ernment servants upto 5 years).	Essential:  (1) Master's degree in chemistry/microbiology from a recognised University/Institution and  (2) Atleast 3 years experience in pollution control or related field in government undertak- ings or in other reputed organizations.  (3) Knowledge of Konkani.	Age: No. Qualifica- tion: To the extent indicated in column No.  12.	2 years.	By promo- tion failing which by d i r e c t recruitment.	Promotion of scientific assistants of the Board with 10 years regular service in the grade and possessing atleast a Bachelor's degree in science.	Group 'A' D.P.C.  1. Chairman of the Board. —Chairman  2. Representa- tive of concer- ned administra- tive department not below the rank of Jt. Secretary. —Member  3. An expert in the related field to be nominated by the Chair- man. —Member.	

(a) (i) holding analogous posts  
on regular basis or

(ii) having atleast 5 years of  
regular service in the scale  
of Rs. 5,500-175-9000 and

(b) possessing atleast a  
degree in civil engineering or  
equivalent from a recognised  
University and having experi-  
ence in pollution control or  
related subjects for atleast 3  
years or a degree in public  
health engineering/environmental  
engineering with at-  
least 2 years experience in  
pollution control or related  
subjects.

(c) knowledge of Konkani.

*Desirable:* Knowledge of  
Marathi.

(period of deputation shall not  
ordinarily exceed 3 years.)

1	2	3	4	5	6	7	8	9	10	11	12	13	SERIES I NO. 17
4.	Technical Assistant (Two) (renamed as Junior Environment Engineer during the meeting held on 8-3-2002 vide Agenda Item No. 4).	2 Group 'C' Subject to variation depending on work-load.	Rs. 5500/-175/-9000.	Selection (one post and non selection one post).	N. A.	<b>Essential:</b>  1. Degree in civil engineering/environmental engineering from a recognized University/Institution.  2. Atleast 3 years experience in pollution control or related field.  3. Knowledge of Konkani.  <b>Desirable:</b> Knowledge of Marathi.	N. A.	Transfer on deputation (including short term contract) of officers of the State Government or State statutory/autonomous body or public sector undertakings:  — One post.  Direct recruitment one post.	Transfer on deputation (including short term contract) of officers of the State Government or State statutory/autonomous body or public sector undertakings:  — One post.  (a) (i) holding analogous posts on regular basis or  (ii) having at least 3 years of regular service in case of degree holder in civil engineering and 5 years of service in case of diploma holder in the said fields, respectively, in the scale of Rs. 4500-125-7000 and  (b) experience in pollution control and related subjects for atleast 2 years.  (c) knowledge of Konkani.  <b>Desirable:</b> Knowledge of Marathi. (period of deputation shall not ordinarily exceed 3 years).	Transfer on deputation (including short term contract) of employees of the State Government or State Statutory/Autonomous body or public sector undertakings holding analogous post and possessing qualifications prescribed for direct recruitment (peculiar to concerned administrative department).	Group 'C' D.P.C. 1. Chairman of the Board — Chairman.  2. Representative of concerned administrative department not below the rank of Jt. Secretary.  3. One Member of the Board to be nominated by the Chairman.  4. Member Secretary of the Board.	4. One Member of the Board to be nominated by the Chairman — Member.  5. Member Secretary of the Board shall be the Convenor.	Group 'C' D.P.C. 1. Chairman of the Board — Chairman.  2. Representative of concerned administrative department not below the rank of Jt. Secretary.  3. One Member of the Board to be nominated by the Chairman.  4. Member Secretary of the Board.
5.	Scientific Assistant.	1 (One) Subject to variation depending on work-load.	Group 'C'.	Rs. 5500/-175/-9000.	Selection. Not exceeding 40 years (relaxable for government servants upto 5 years).	<b>Essential:</b>  1. Bachelor's degree in chemistry with higher second class (minimum 55%).	Age: No. Qualifications: Yes.	Two years.	By direct recruitment failing which by transfer on deputation.	Transfer on deputation (including short term contract) of employees of the State Government or State Statutory/Autonomous body or public sector undertakings holding analogous post and possessing qualifications prescribed for direct recruitment (peculiar to concerned administrative department).	Group 'C' D.P.C. 1. Chairman of the Board — Chairman.  2. Representative of concerned administrative department not below the rank of Jt. Secretary.	Group 'C' D.P.C. 1. Chairman of the Board — Chairman.  2. Representative of concerned administrative department not below the rank of Jt. Secretary.	

1	2	3	4	5	6	7	8	9	10	11	12	13
							2. Atleast one year experience in pollution control or related field in a government undertaking or in other organizations of repute.			riod of deputation shall not need administratively exceed 3 years).		
							3. Knowledge of Konkani.			trative department not below the rank of Jt. Secretary.		
							<i>Desirable:</i> Knowledge of Marathi.			3. One Member of the Board to be nominated by the Chairman.		
6.	Senior Laboratory (One)	1	Group 'C'.	Rs. 4500- -125- -7000.	Selection.	Not exceeding 40 years (relaxable for Government servants upto 5 years).	<b>Essential:</b> 1. Bachelor's degree in chemistry/microbiology.  2. Atleast one year experience in pollution control or related field in a government undertaking or in other organizations of repute.  3. Knowledge of Konkani.  <i>Desirable:</i> Knowledge of Marathi.	Age: No. Two Qualifications: Yes.	By promotion failing which by direct recruitment.	Promotion—Junior Lab. Assistant of the Board with 5 years regular service in the grade.	Group 'C' D. P. C.  1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) —Member.  3. Environmental Engineer of the Board. — Member.	
7.	Junior Laboratory (Four)	4	Group 'C'.	Rs. 4000- -100- -6000.	Selection.	Not exceeding 40 years (relaxable for Government servants upto 5 years).	<b>Essential:</b> 1. Higher secondary school certificate with physics, chemistry & biology or equivalent.  2. Atleast 3 years experience in a reputed laboratory in a government undertaking or in other organizations of repute.  3. Knowledge of Konkani.  <i>Desirable:</i> Knowledge of Marathi.	N. A.	T w o years.	Transfer on deputation of suitable official, from government departments holding analogous post and possessing qualifications prescribed for direct recruitment (period of deputation shall not ordinarily exceed 3 years).	Group 'C' D. P. C.  1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) —Member.  3. Environmental Engineer of the Board. — Member.	

1	2	3	4	5	6	7	8	9	10	11	12	13
8.	Assistant Law Officer.	1 (One)	Group 'C'.	Rs. 5500- -175- -9000.	Selection. Not exceeding 40 years (relaxable for Government servants upto 5 years).	Essential: 1) Bachelor's degree in law from a recognized university. 2) Atleast 3 years experience as a legal practitioner. 3) Knowledge of Konkani.  Desirable: Knowledge of Marathi.	—do— —do— By direct recruitment failing which by transfer on deputation.	Transfer on deputation of suitable official, from government departments holding analogous post and possessing qualifications prescribed for direct recruitment (period of deputation shall not ordinarily exceed 3 years).	Group 'C' D. P. C. 1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) — Member. 3. Environmental Engineer of the Board. — Member.			
9.	Accountant.	1 (One)	Group 'C'.	Rs. 4500- -125- -7000.	Non selection. N. A.	Essential: 1) Bachelor's degree in commerce or equivalent from a recognized University. 2) Atleast one year experience in a reputed public sector company. 3) Working knowledge of computer usage. 4) Knowledge of Konkani.  Desirable: Two years experience in a reputed public sector company. Knowledge of Company's Act and Accounting Software.	N. A. N. A.	Transfer on deputation.	Transfer on deputation of suitable official, holding post of accountant in Common Accounts Cadre of Government of Goa (period of deputation shall not ordinarily exceed 3 years).	N. A.		
10.	Senior Stenographer.	1 (One)	Group 'C'.	Rs. 4500- -125- -7000.	N. A. Not exceeding 40 years (relaxable for Government servants upto 5 years).	Essential: 1) Bachelor's degree from a recognized University or equivalent. 2) Speed of 120 w.p.m in shorthand and 40 w.p.m in typewriting and training in	N. A. Two years.	By promotion failing which by direct recruitment.	Promotion of Junior Stenographer of the Board with 5 years regular service in the grade.	Group 'C' D. P. C. 1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) — Member.		

1	2	3	4	5	6	7	8	9	10	11	12	13
							Word Processing and Data Entry.					3. Environmental Engineer of the Board. — Member.
11.	Junior Stenographer.	1 (One)	Group 'C'.	Rs. 4000- -100- -6000.	N. A.	Not exceeding 40 years (relaxable for Government servants upto 5 years).	<b>Essential:</b> 1) SSC or equivalent Qualifications from a recognized Institution. 2) Speed of 100 w.p.m in shorthand and 35 w.p.m in typewriting and preliminary training in Word Processing and Data Entry. 3) Atleast 3 years clerical experience in a recognized organization. 4) Knowledge of Konkani.  <i>Desirable:</i> Knowledge of Marathi.	N. A.	Two years.	By direct recruitment, failing which by transfer on deputation.	Deputation: Suitable officials, from government departments holding analogous post and possessing qualifications prescribed for direct recruits (period of deputation shall not ordinarily exceed 3 years).	Group 'C' D. P.C. 1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) — Member. 3. Environmental Engineer of the Board. — Member.
12.	Upper Division Clerk.	1 (One)	Group 'C'.	Rs. 4000- -100- -6000.	Non selection.	N. A.	N. A.	Two years.	By promotion failing which by transfer on deputation.	Promotion: L.D.C. of the Board with 3 years regular service in the grade.  Transfer on deputation of official, holding analogous post in Government departments/organization/institutions on regular basis and having atleast 2 years service in the grade (period of deputation shall not ordinarily exceed 3 years).	Group 'C' D. P.C. 1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) — Member. 3. Environmental Engineer of the Board. — Member.	

1	2	3	4	5	6	7	8	9	10	11	12	13
13.	Lower Division Clerk.	2 (Two)	Group 'C'.	Rs. 3050- -75- -3950-80- -4590.	Non Selection/ /Selec- tion.	Not exceeding 40 years (relaxable for Government servants upto 5 years).	<b>Essential:</b> 1) SSCE or equivalent qualifications from a recognized Institution. 2) Speed of 30 w.p.m in typewriting. 3) Knowledge of Konkani. 4) Preliminary training in word processing and data Entry.  <b>Desirable:</b> Knowledge of Marathi.	Age: No. Qualification: yes.	Two years.	50% by promotion failing which by direct recruitment; 50% by direct recruitment failing which by transfer on deputation.	Promotion of Group 'D' employees of the Board.	Group 'C' D. P. C. 1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) — Member. 3. Environmental Engineer of the Board. — Member.
14.	Driver.	2 (Two)	Group 'C'.	Rs. 3050- -75- -3950-80- -4590.	Selection.	Not exceeding 40 years (relaxable for Government servants upto 5 years).	<b>Essential:</b> 1) Middle school or equivalent qualification. 2) Driving license for light vehicle. 3) Unblemished experience of atleast 2 years in the line. 4) Knowledge of Konkani.  <b>Desirable:</b> Driving license for heavy vehicle and Knowledge of Marathi.	Age: No. Qualification: To the extent indicated in column 12.	Two years.	50% by promotion, failing which by direct recruitment; 50% by direct recruitment failing which by transfer on deputation.	Promotion of Group 'D' employees of the Board and possessing driving license with unblemished driving record. Deputation of drivers holding analogous posts in government departments/organization/institutions on regular basis and possessing valid driving licence. (period of deputation shall not ordinarily exceed 3 years).	Group 'C' D. P. C. 1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) — Member. 3. Environmental Engineer of the Board. — Member.
15.	Peon.	2 (Two)	Group 'D'.	Rs. 2550- -55- -2660-60- -3200.	Selection.	Not exceeding 40 years (relaxable for Government servants upto 5 years).	<b>Essential:</b> 1) Middle school or equivalent. 2) Knowledge of Konkani.  <b>Desirable:</b> Knowledge of Marathi.	N. A.	Two years.	By direct recruitment.	N. A.	Group 'D' D. P. C. 1. Member Secretary of the Board. — Chairman. 2. Under Secretary (Personnel) — Member. 3. Environmental Engineer of the Board. — Member.

1	2	3	4	5	6	7	8	9	10	11	12	13
16. Sweeper. (One) Subject to varia- tion depend- ing on work- load.	1	Group 'D'.	Rs. 2550- -55- -2660-60- -3200.	Selection.	Not exceeding 40 years (relaxable for Govern- ment servants upto 5 years).	Essential:  1) Should be literate. 2) Knowledge of Konkani.  Desirable: Knowledge of Marathi.	N. A.	Two years.	By direct recruitment.	N. A.	Group 'D' D. P. C.	1. Member Se- cretary of the Board. —Chairman.  2. Under Secre- tary (Personnel) —Mem- ber.  3. Environmen- tal Engineer of the Board. — Member.

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